

Manager - Human Resources

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Company: Wesco

Location: Antwerp

Category: other-general

As a Human Resources Manager, you will design, plan, and implement human resources programs and policies for staffing, compensation, benefits, immigration, employee relations, training, and health and safety. You will ensure human resources strategies align with organizational business goals. You will evaluate human resources processes and strategies to determine improvements to be made and reports findings to top management.

Responsibilities:

Serves as internal business consultant and plays key role in leadership team regarding human capital management.

Partners with human resources colleagues and business unit leadership on talent review and succession planning processes, including identification of high potentials and development opportunities which includes special projects, lateral and upward movement.

Works with business units on strategic workforce design and collaborates with talent acquisition.

Assists with strategies for recruiting, staffing, and management training program to meet headcount models and goals.

Conducts investigations related to employee relations, terminations, EEOC, harassment, etc., and recommends resolutions.

Facilitates performance review cycle, ensuring that process is understood, and monitors progress throughout cycle.

Partners to facilitate compensation decisions, offers, and employment packages.

Leads change and culture management initiatives resulting from acquisition or divestiture, employee engagement survey, or other change initiatives.

Utilizes human resources metrics to make effective human resources related decisions.

Uses metrics to understand trends and makes recommendations to business leaders.

Advises and assists business unit managers to ensure consistent application and compliance with human resources programs, policies, and procedures.

Ensures compliance with statutory requirements, negotiates and interprets collective bargaining agreements and manages arbitrations for union business units.

Conducts training on performance management, human resources procedures, staffing, orientation, new manager, leader assimilations, and other human capital programs.

Supports organization diversity initiatives

Qualifications:

Bachelors' Degree required; Masters' Degree preferred.

5 years required, 7 years preferred of progressive multi-country human resources experience. A second language of French or Dutch is preferred.

Ability to quickly understand industry, competitors, customers and business strategy.

Demonstrated ability to build business internal and external partner relationships to drive programs related to human capital. Ability to influence all levels of management on human resources, business issues and decisions, and ability to transfer it to human resource strategy and results.

Strong communication, facilitation and presentation skills are necessary to actively communicate with all levels of management, staff, outside agencies and customers to drive business results. Proficient at delivering presentations to small and medium size audiences.

Excellent interpersonal and project management skills. The ability to execute large-scale initiatives in a complex, matrix environment while maintaining focus on the business and its customers.

Strategic planning, creative and innovative thinking skills, along with high intellect and sound judgment with a track record of getting results. Ability to multi-task.

Ability to work independently or in a group setting.

European employment law knowledge.

Ability to work well under pressure of deadlines and competing priorities.

An understanding of culture and change management and how to integrate talent management into organizations strategic objectives.

Ability to support multiple locations and be able to travel 30% of time.

Strong computer skills, including Microsoft Office.

A solid operational knowledge of functional human resources, including staffing, performance management, succession planning, compensation, rewards and recognition, employee relations, compliance and talent acquisition.

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